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ABSTRACT

This report describes the accomplishments and current status of the Maricopa County Community College District (MCCCD) in Arizona Commission on Health Care Education Reform (HCER). In response to the changing needs of the health care fields, the District created the HCER commission in January 1996 to evaluate and develop health care education. The Commission implemented the Health Care Integrated Educational System (HCIES). After receipt of a State Initiatives Support Grant, a summit was held in April 1997 to discuss issues identified by the Commission. Representatives included community colleges, universities, health care providers, regulatory agencies, and legislators. As a result of the summit, a statewide Task Force on Workforce Regulation for health care was created. The goals of the Task Force are: (1) to expand the dialogue regarding the reform of health care education programs through discussion about issues related to the impact of workforce regulations on the HCIES; and (2) to develop plans to change health care workforce regulations to allow implementation of the HCIES. The Commission's work has been presented formally in various settings and has generated much interest. The work initially supported by the grant will continue through the Arizona Task Force of Workforce Regulation. (RDG)

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Maricopa Commission on Health Care Education Reform

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Maricopa Commission on Health Care Education Reform

(TASK FORCE 6)

Arizona Task Force on Health Care Workforce Regulation and Credentialing

STATE INITIATIVES PROGRAM

REGULATORY REFORM GRANT REFERENCE LOG NUMBER PO-144SC

FINAL REPORT

submitted June 1997

THE MARICOPA/ARIZONA DIALOGUE: IMPACT/IMPLICATIONS OF WORKFORCE REGULATION ON PLANS FOR THE HEALTH CARE INTEGRATED EDUCATIONAL SYSTEM

Overview

In January 1995, the Maricopa County Community College District (MCCCD) recognized that the socio-economic and sociopolitical climates in Arizona require a workforce that could promptly and effectively adapt to the changing needs of the employers in the various health care fields. In response to this identified community need, the MCCCD sponsored a Day of Dialogue in February 1995, focusing on the rapidly changing nature of the health care industry. This was followed by a Health Care Education Reform Summit, which MCCCD sponsored in October 1995, and at which it became evident that the approach to health care education needed to be carefully planned and coordinated to correspond to the changing demands of the health care industry. It was deemed imperative that a health care education model be developed that would be coherent, effective, and flexible. Moreover, it was determined that this

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model should reflect a strong relationship among the educational programs and the various health care delivery settings. Consonant with this, the Maricopa Commission on Health Care Education Reform (HCER) was created in January 1996. It was formally charged with the responsibility for the development, initiation, implementation, and evaluation of a health care education system that could timely and effectively respond to the rapidly changing health care environment.

From its inception, the HCER Commission understood that the nature of the changes would affect not only the future members of the health care workforce and the present and future students of health care education, but would also impact the existing health care workforce. Thus, the Commission's response had to address the needs of those individuals currently in the workforce, as well as those interested in preparing to enter the workforce.

The Maricopa Commission and its task forces are composed of internal and external stakeholders (44 community and 61 Maricopa representatives) with the task forces serving as the primary work groups. Within six months of operation, the Maricopa Health Care Integrated Educational System (HCIES) was developed.

Program Accomplishments

The State Initiatives Support Grant that was awarded to the MCCCD had as its primary goal the continuation and expansion of the Maricopa dialogue on the reform of health

care educational programs. The proposed dialogue was designed to take place across Arizona through debate and discussion on a comprehensive set of issues related to health care workforce regulation and its impact on the proposed Maricopa HCIES. The funding provided by the grant together with MCCCD resources were utilized to convene a second "Summit" in April 1997, as recommended by the HCER task forces. The April Summit focused on the impact and implications of health care workforce regulatory requirements and standards on the preliminary plans for the Maricopa HCIES.

The April 4, 1997, Maricopa/Arizona Dialogue, entitled "Impact/Implications of Workforce Regulation on Plans for the Health Care Integrated Educational System", served as the initial convening of statewide representatives of Arizona stakeholders—community colleges, universities, health care providers, regulatory agencies and interested legislators. The intent of the conference was to initiate discussion and examine issues, concerns, and questions about health care workforce regulations identified by the Maricopa HCER Commission. The conference sponsored the authorship of four distinct white papers addressing specific questions on the impact that the HCIES would have on existing regulatory and accreditation requirements/standards. The white papers were authored and presented by individuals with noted expertise in the regulatory arena and represented the professional disciplines of medical radiography, clinical laboratory science, nursing, and physical therapy. The outcome of the conference demonstrated strong conceptual

support for the MCCCD proposal of HCIES, a comprehensive, integrated educational systems model for health care education. The salient characteristic of the HCIES model is that it is designed to be driven by the impact of its products and services and to respond to the dynamic and evolving nature of the health care system in collaboration with the local health care community.

A direct result of the Maricopa/Arizona Dialogue (April 1997 Summit) was the creation of a statewide Task Force on Workforce Regulation as it relates to health care. The goals identified for the task force are twofold:

> To continue and expand the Maricopa dialogue regarding the reform of health care education programs through debate and discussion across Arizona about issues related to and the impact of health care workforce regulations on the Health Care Integrated Educational System.
>
> To develop operational plans to change health care workforce regulations, as necessary, to allow implementation of the HCIES.

The Arizona Task Force on Workforce Regulation has identified two co-chairs, and currently has a membership of 38 with the anticipation that more individuals will join. Contact has been initiated with the task force members and activities are scheduled to commence in July.

Issues Related To The Grant

In the process of discharging the goals and objectives of the grant, two issues surfaced that affected the activities of the Arizona Task Force on Workforce Regulation. One of these issues relates to the slow evolution of the HCIES Provider Model; the second was an unanticipated delay in holding the "April Summit" due to hotel accommodation problems. The impact of these two circumstances has been delay of the Arizona Task Force on Workforce Regulation's development of recommendations, including strategies for change, if necessary, of existing health care workforce regulations. Additionally, the delay in holding the "April Summit" resulted in competing Maricopa and statewide activities held simultaneously with the April Summit that negatively impacted conference attendance.

Impact

The award of the State Initiatives Grant has provided MCCCD with many opportunities to share the HCER Commission's work. Formal presentations have been or will be given at the following conferences and symposiums:

Clinical Laboratory Educators Conference Feb. 1997 Seattle, WA

Washington State Society of Clinical Laboratory Science Spring Seminar Mar. 1997 Spokane, WA

Cochise College Apr. 1997 Douglas, AZ

Council on Licensure, Enforcement and Regulation Symposium May 1997 Washington, DC

Maricopa Foundation May 1997 Phoenix, AZ

Institutional Effectiveness and Student Success in the Community Colleges Conference June 1997 Phoenix, AZ

Inter-Mountain States Seminar Sept. 1997 Jackson Hole, WY

National Network of Health Career Programs in Two-Year Colleges Annual Meeting Sept. 1997 Fort Lauderdale, FL

Northwest Medical Laboratory Symposium Oct. 1997 Portland, OR

The response to Maricopa's Integrated Educational System has been extremely positive. Much interest has been generated following the presentations with active networking and sharing of ideas and proliferation of information. A keen interest has been shown nationwide with respect to the process used by Maricopa in motivating the reform movement. There is an increased awareness within health care education of the need to change, but there appears to be a general lack of knowledge on how to go about it.

Although the work of the Arizona Task Force on Workforce Regulation is in its infancy, interest has already been shown by the public and by several legislators. As we move forward with the task force's statewide collaboration strategy, we are convinced that the support garnered through this grant award will have a strong, positive impact on the improvement of health professions regulation to better serve the public interest.

Continuation

As previously noted, the work initially supported by this grant will continue through the activities of the Arizona Task Force on Workforce Regulation. In addition, another Maricopa sponsored conference is being planned for November of this year. Its agenda will focus on the work of the Commission and task forces, the products/models developed, the future direction of the reform movement, and the implementa-tion of the integrated educational system in Fall, 1998.

Products

The significant product resulting from this grant is the development of a statewide collaborative process that will bring together the many and various health professions, the educational community, and the public to enhance and improve health professions regulation to better serve the public interest. The dissemination of this process will be shared via the Maricopa HCER Web Site, in conference/symposium presentations, and in written materials distributed by Maricopa.

Documentation

Documentation in the form of the conference program, speaker and participant contact letters, white papers and evaluation; the HCIES Model, including mission and goals; a draft of the newly developed (June 19) Provider Model; correspondence activating and

outlining the goals and objectives of the Arizona Task Force on Workforce Regulatio may be recieved by contacting the HCIES Office at MCCCD.